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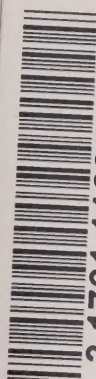
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The Government of Canada and women

In affirmation of its commitment to all Canadian women, the Government of Canada has initiated many programs and services designed to assist women in achieving full and equal status within our society.

This booklet provides information on a number of federal programs and services of special interest to women, and advice on how to take advantage of them.

This is one of a series of booklets on federal programs and services. To obtain others in the series, please refer to the listing and order form at the back of this publication.

Note: This publication is also available in French

Note: Cette brochure est également disponible en français

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Employment outside the home

Canada Employment and Immigration Commission

There are now more women working outside the home than at any time in history. The Government of Canada believes that women must be given the opportunity to participate fully and equally with men in our labour force.



The Canada Employment and Immigration Commission (CEIC) is striving to improve the employment situation of all women in Canada.

Looking for work?

If you are entering the paid labour force for the first time, or if you are considering re-entry or a career change, more than 450 **Canada Employment Centres (CECs)** across the country are there to help. CECs provide assistance to both job-seekers and employers, matching suitable candidates with available jobs.

All CEC counsellors receive special training to enable them to recognize and deal with the particular concerns of women in the work force. Counsellors who are sensitive to women's special needs are better able to encourage employers to consider you for a broader range of available occupations. Many CECs also provide a **Women's Liaison Counsellor or Women's Employment Coordinator**, who can keep you up to date on federal and provincial programs and services and provide a vital link between CECs and women's groups.

CECs provide a wealth of information on jobs, including access to thousands of job descriptions, lists of skill requirements, and training programs to help you develop your skills. Your CEC can provide aptitude and interest tests to evaluate your potential and suitability for a certain type of work. Short-term seminars and training courses can help you on your way to a satisfying, stimulating career.

Women's Employment Counselling Centres are located in Halifax, Chicoutimi, Toronto, Sudbury, Thunder Bay, Winnipeg, Regina, Calgary and Vancouver. These centres offer a full range of employment counselling, testing and referral services. Some also provide a limited service to place women in jobs.

While you are looking for work, check your CEC **Job Information Centre (JIC)** regularly. The JIC consists of

job notice boards displaying employment opportunities, information on CEIC programs and services, and a special referral desk.

The **National Job Bank** is a telephone/computer system that provides Canada-wide job vacancy information to both employers and job seekers.

Mobility Assistance can help you if you are unemployed, under-employed, or about-to-be-unemployed. Funding may be provided if you must travel in search of work; if you accept temporary work away from home; if you must travel to obtain training, or if you need employment-related services not available in your area. You must apply for assistance *before* you travel or move.

Some CECs have **Native Employment Counsellors** who provide employment counselling and refer native people for testing, training and employment.

CECs also offer special programs for students. You can visit **Canada Employment Centres on Campus** for occupational information and job placement services throughout the year. But during the spring and summer, you can also check the **Canada Employment Centres for Students**, which provide a summer job placement service.

Reach out

Nearly 300 **Outreach** projects across Canada provide employment-related services to those who may have particular problems in finding and/or keeping jobs. They also provide employment services in isolated communities. So far, 32 of these projects are specifically concerned with women's employment. Your local CEC will tell you if there is an Outreach project in your vicinity.

Upgrade your skills

The **National Training Program** can help you acquire the skills you need for a better-paying, steady and satisfy-

ing job. **Job Readiness Training, Introduction to Non-traditional Occupations** and pre-employment trade courses are offered specifically for women in some centres, while others accept both men and women. While you learn, you may receive a training allowance or **Unemployment Insurance (UI)** benefits, as well as allowances for dependants, commuting or living away from home.

Because some trades can be learned more readily on the job than in a classroom, the CEIC's **Industrial Training Program** may offer you the opportunity to be trained by your employer. If you wish to enter a trade or some other non-traditional employment, the CEIC offers employers a 75 per cent wage subsidy to encourage women to train in "men's" occupations such as mining, exploration, forestry and construction: areas in which 10 per cent or fewer of the workers are women.

No experience?

Job hunting can be frustrating if you are new to, or re-entering the work force. Most employers demand experience. CEIC job creation programs provide many women with marketable experience as well as allowing them to contribute to the community. Groups may submit proposals and receive funding for job-creation projects and women can help each other to create careers. If you would like to discuss a possible project under one of the following job creation programs, call your local Canada Employment Centre.

Job creation programs

The **Canada Works Program** is open to unemployed workers, people who have exhausted their Unemployment Insurance benefits, UI recipients, social assistance recipients, and those jobless in designated communities and industries affected by large-scale industrial change. The program supports activities for up to one year, and

funding amounts to \$865.2 million over two years. The number of new participants is estimated at 280,900.

The **Local Employment Assistance and Development (LEAD) Program** is intended to support long-term, community-based planning and employment development in slow-growth regions and in communities where chronic high unemployment persists. LEAD projects develop and promote local self-sufficiency. Funding amounts to \$199.3 million over two years, and the number of new participants is estimated to be 29,000.

The objective of the **Career-Access Program** is to enhance employment opportunities by providing practical experience in the labour market. Offering both on-the-job training and work experience, Career-Access will help handicapped, employment disadvantaged, and inexperienced persons overcome the employment barriers they normally face. Funding amounts to \$211.3 million over the next two years. The number of new participants, a high proportion of which will be youth, is estimated to be 81,700.

The objective of the **Job Corps Program** is to provide work, work experience, counselling, on-the-job training, and remedial assistance for the severely employment disadvantaged, by incorporating and building upon the philosophy and success of projects carried out under previous programs. Special emphasis is placed on projects for severely disadvantaged youth. Funding amounts to \$66.7 million over two years, and the number of new participants is estimated to be 8,700.

Women's Bureau — Labour Canada

The Women's Bureau promotes equality for women in Canada's work force by monitoring federal labour legislation, policies and programs, and recommending changes and new initiatives. The bureau produces studies and reports on situations affecting working women, and makes recommendations for improving the level of women's participation in the labour force. Examples of

recent studies include work on maternity leave, part-time work, and microtechnology.

Members of the bureau participate in meetings and conferences held by unions, employers, governments, business, educational and private organizations, and represent Canada internationally at conferences concerned with working women.

The bureau's information centre has a wealth of reports, publications, bibliographies and press clippings on every aspect of women in the work force. For more information, write to:

Women's Bureau
Labour Canada
Ottawa, Canada
K1A 0J2
Tel.: (819) 997-1550

“There's no life like it!”

The **Department of National Defence** has greatly expanded the scope of opportunity for women in the **Canadian Armed Forces**. DND now employs over 6,700 women in uniform, and is way ahead of the civilian community in promoting non-traditional career training for women. In fact, 89 of 135 trades and classifications are now open to you. DND may even send you to university at public expense to upgrade your qualifications.

To join the Canadian Armed Forces, you must be a Canadian citizen, at least 17 years of age, meet certain education requirements, and be able to pass the Canadian Forces medical standards and selection tests. For more information, contact your nearest **Canadian Forces Recruiting Centre**, listed in the yellow pages under “recruiting”, or write to:

Director of Recruiting and Selection
National Defence Headquarters
Ottawa, Canada
K1A 0K2

Join the Mounties

The **Royal Canadian Mounted Police** is a highly respected police organization which uses the most modern and sophisticated methods of crime prevention and detection. All three RCMP categories are open to women. Regular members do general police work, while special constables and civilian members are engaged in more specific tasks. Salaries, which are identical for both male and female members, are determined by level of position, level of education, and previous experience.

Today's RCMP has 441 regular female members, 220 special constables, and 709 civilian employees. To join, you must be at least 19 years of age and a Canadian citizen, have good physical and mental health, have grade 12 or the equivalent, (or the last grade available in provinces that do not offer grade 12), and you must be fluent in either official language. For more information, contact your nearest RCMP detachment, or write to:

The Commissioner
Royal Canadian Mounted Police
Ottawa, Canada
K1A 0R2
Tel.: (613) 993-9590

So you're self-employed. . .

If you own or manage a small business, the **Small Business Secretariat's** working paper, *Canadian Women Owner/Managers* can be a valuable tool. To obtain a copy, write to:

Small Business Secretariat
Department of Regional Industrial Expansion
235 Queen Street
Ottawa, Canada
K1A 0H5
Tel.: (613) 995-9197

You can also check the order form at the back of this booklet to obtain *The Government of Canada and the*

small business, which describes many federal programs available to owner/managers.

Federal public service

Through the **Office of Equal Opportunities for Women (OEOW)** the **Public Service Commission of Canada** is committed to ensuring that the ratio of female to male public servants will eventually reflect the real proportion of qualified and interested persons available. The OEOW monitors and analyzes federal personnel policies as they affect women, and develops positions to enhance women's progress in the federal work force.

The OEOW maintains constant contact with national, provincial and local women's groups, public service unions, educational institutions, and federal government departments.

If you are already employed as a public servant, or are considering joining, the Office of Equal Opportunities will provide you with advice on recruitment, staffing procedures, preparation for government interviews, and effects of microtechnology on women. The OEOW resource centre offers you books, reports, magazines, brochures, and up-to-date news clippings. Publications such as *Part-time Work in the Public Service*, *Career Opportunities in the Public Service*, and *Out of the Classroom, into the Workforce* are available free of charge. For more information, write to:

Office of Equal Opportunities
for Women
Public Service Commission of Canada
L'Esplanade Laurier
300 Laurier Avenue West
Ottawa, Canada
K1A 0M7
Tel.: (613) 593-5211

The Public Service Commission has recently established a **Women's Career Counselling and Referral Bureau**, with a threefold mandate to:

- provide a national counselling service for women both inside and outside the federal public service, whose established career goals are to hold senior management positions in the public service of Canada;
- identify and refer women of high potential to federal departments and agencies for development training and opportunities to facilitate entry into the management category;
- assist departments and agencies to identify women with high potential for assignment opportunities in the public service.

For more information, write to:

Women's Career Counselling and Referral Bureau
Public Service Commission of Canada
L'Esplanade Laurier
300 Laurier Avenue West
Ottawa, Canada
K1A 0M7
Tel.: (613) 995-6591

Affirmative action

The federal affirmative action program was created to ensure that women, indigenous, and handicapped people will receive equitable representation throughout the Public Service of Canada. Departments must review personnel policies and practices to determine whether they may have a negative impact on the three groups.

The results of these studies will be used to develop action plans which all departments must have in place by April 1, 1985. These action plans will include measures designed to revise any negative employment practices and set numerical targets to improve the representation of the aforementioned groups. Temporary special measures will

be taken to ensure that this goal is achieved as quickly as possible.

To give immediate force to affirmative action, the **Treasury Board**, as the federal employer, has announced that the number of women in the management category will be doubled by 1988. For more information, write to:

Communications Division
Treasury Board of Canada
160 Elgin Street
Ottawa, Canada
K1A 0R5
Tel.: (613) 995-6141

Affirmative action consultants from the Canada Employment and Immigration Commission work with employers in the private sector to help them develop and implement affirmative action plans. Ask at your local CEC for information on affirmative action employers in your area.

Income security

As many women now handle their own finances, we have in this section listed a number of federal income security programs that may be of particular interest to you.

Help at home . . . and at work

Monthly **Family Allowance** payments are made to the parent or legal guardian of children under the age of 18 who are living at home. To qualify, you must be a Canadian citizen, landed immigrant, or non-immigrant who has paid income tax for at least a year. Under certain circumstances, Canadians living abroad may also be eligible to receive Family Allowance payments.

Application forms are available at any post office or hospital. If you need further information, contact your nearest Family Allowance office, listed in the blue pages of your telephone directory.

When you file your annual tax return, it's wise to make yourself aware of the various exemptions and deductions you can claim.

For example, the **Dependent Child Exemption** can vary depending on the age of the child and whether he or she is attending school full time or infirm and dependent on you.

There are **child care expenses** that can be claimed as tax deductions, and it is important to keep your receipts for such things as day care, boarding schools and camps.

If your income is below a certain amount, you may qualify for a **Child Tax Credit**.

If you're single, separated, divorced or widowed and you support a wholly-dependent relative in your home, you may be able to claim an **equivalent-to-married exemption**.

Space does not permit detailed descriptions of the various tax exemptions that can be claimed, or the requirements you must meet to qualify. For more information you can consult the *Tax Guide* or seek advice from the nearest district taxation office. Tax offices also offer publications of special interest to women, including: *The Single Parent*, *The Student*, *Child Care Expenses*, *The Child Tax Credit*, and *Bulletin IT-118R, Alimony and Maintenance*.

If you're unemployed

If you have been working and paying **Unemployment Insurance (UI)** contributions for at least 10 weeks during the last year, you may apply for regular UI benefits. Remember that while you're receiving UI payments, you must make a real effort to find work.

After 20 weeks of work, you may qualify for *special benefits* if you are sick, injured, reach age 65, or if you are pregnant or adopting a child. If you think you qualify for special UI benefits, check with your local Canada Employment Centre.

Upon becoming unemployed, you should ask your previous employer for a **Record of Employment (ROE)** form. Taking that form along with your **Social Insurance Number (SIN)** card to your Canada Employment Centre will speed you on your way to receiving UI payments. Even if you do not have your ROE form, apply anyway, and submit it later. Your claim starts from the time you apply, not when you become unemployed.

When you reach age 65, you no longer pay UI premiums, nor do you collect benefits — except for the special one-time payment mentioned previously, for which you must apply. It's explained in a pamphlet called *UI and you: when you reach 65*, available from CECs.

And when it's time to retire . . .

If you are a senior citizen, you can benefit from a variety of programs and services of the federal government.

All persons 65 or over, who are Canadian citizens or legal residents and who meet the residence requirements, are entitled to an **Old Age Security** pension.

The amount of the pension is tied to the consumer price index, and is adjusted every three months. However, if the cost of living drops, the amount of the pension will not be reduced. The pension is not paid automatically — you must apply for it.

You may also be entitled to a **Guaranteed Income Supplement**, added monthly to your Old Age Security pension, provided you have little or no income other than your pension. Your spouse's income is considered when the amount of the supplement is calculated.

Your spouse may receive a **Spouse's Allowance** if he is between 60 and 65 years of age and your combined incomes do not exceed a specified amount.

The **Canada Pension Plan (CPP)** provides Canadian workers with retirement, disability and survivors' benefits. The plan covers most of Canada's labour force, except in Quebec, which has its own **Quebec Pension Plan**. Some types of employment, such as certain part-time work, are not at present covered by the plan. You are entitled to receive a pension if you have made CPP contributions for at least one year.

If you become disabled before reaching the age of 65 and you have contributed to the plan for one year, you'll receive a pension for yourself and your dependants, until you recover.

If you or your spouse should die, a lump-sum death benefit will be paid to the estate, and your spouse may qualify for a pension. Your children will be paid benefits until they reach age 18, or up to age 25 if they continue to attend school full-time.

CPP credits earned by either spouse during a marriage may be divided equally upon divorce or legal annulment.

Consult with your nearest CCP office to find out whether you qualify and how to apply for sharing of benefits.

The Canada Pension Plan has offices in most large centres in Canada (except in Quebec). Local offices in smaller centres will help you to apply for benefits by explaining the procedures and assisting you as you fill out the forms. When you apply, have ready your social insurance number, proof of age, and if applicable, proof of marriage and of divorce or legal separation.

For more information on Family Allowances, Old Age Security, Canada Pension Plan, Guaranteed Income Supplement and the Spouse's Allowance, consult your telephone directory for the office nearest you, or write to:

Income Security Programs
Health and Welfare Canada
Brooke Claxton Building
Tunney's Pasture
Ottawa, Canada
K1A 0L4
Tel.: (613) 996-1749

All of the provinces and the two territories also have social assistance programs to help residents in need. The federal government contributes half the cost of these programs through the **Canada Assistance Plan**.

In addition to providing for basic needs, these programs may cover uninsured health care, home care, homemaker services, day care, counselling and rehabilitation. For more information, consult the appropriate provincial government department or write:

Canada Assistance Plan
Social Services Programs Branch
Health and Welfare Canada
Brooke Claxton Building
Tunney's Pasture
Ottawa, Canada
K1A 1B5
Tel.: (613) 996-4233

Veterans and their dependants

The Canadian government offers the following services to veterans of the Canadian, Commonwealth or Allied forces: disability pensions, allowances, pensions for dependants, medical care, counselling, educational assistance, and the **Aging Veterans Program**. If you or your spouse served with closely-allied services such as the Canadian merchant marine, you may also be eligible for benefits. For more information, call your nearest **Veterans Affairs** office, or write to:

Directorate of Public Affairs
Veterans Affairs Canada
284 Wellington Street
Ottawa, Canada
K1A 0P4
Tel.: (613) 992-4234

or

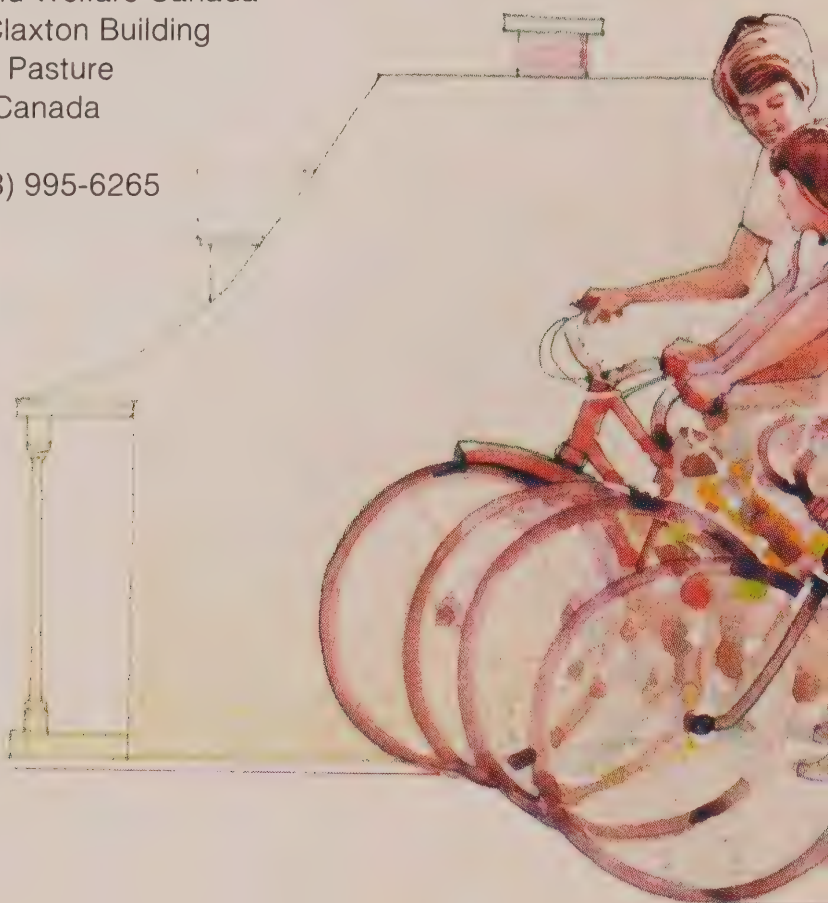
Chief, Public Affairs
Veterans Affairs Canada
Dominion Building
Queen and Richmond Streets
Charlottetown, P.E.I.
C1A 8M9
Tel.: (902) 566-8457

Health and children

Helpful advice

The **National Council of Welfare** offers many publications of interest to women. These cover economic and social problems faced by single parents, the effects of malnutrition on children living in poverty, the nutritional needs of infants, and of pregnant women. To obtain these publications and a list of others available, write to:

National Council of Welfare
Health and Welfare Canada
Brooke Claxton Building
Tunney's Pasture
Ottawa, Canada
K1A 0K9
Tel.: (613) 995-6265



The federal government provides a wealth of information and assistance through the **National Day Care Information Centre**. This organization keeps you up to date on day care and early childhood development, as well as serving as a clearing house for individuals and groups to exchange ideas and information. For more information, write to:

National Day Care Information Centre
Health and Welfare Canada
Brooke Claxton Building
Tunney's Pasture
Ottawa, Canada
K1A 0K9
Tel.: (613) 992-2133



Women are becoming increasingly aware of their personal health habits as they affect life at home and at work. **Health and Welfare Canada's Health Promotion Directorate** encourages and assists you to enhance your physical, mental and social well being, by providing programs on nutrition, breast-feeding, self care, family life, child development, and the use and abuse of alcohol, tobacco and drugs. The **Health Promotion Contribution Program** supports community projects on health, training and skill development. For more information and free pamphlets, write to:

Health Promotion Directorate
Health and Welfare Canada
Jeanne Mance Building
Tunney's Pasture
Ottawa, Canada
K1A 1B4
Tel.: (613) 996-1597

Planning your family

The Government of Canada offers many publications, films and audio-visual presentations on family planning. These kits are available to individuals, agencies and schools. For more information on family planning, write to:

Family Planning
Health Promotion Directorate
Health and Welfare Canada
Jeanne Mance Building
Tunney's Pasture
Ottawa, Canada
K1A 1B4
Tel.: (613) 996-2270

Food, drugs and you

The **Health Protection Branch** of Health and Welfare Canada is working to eliminate hazards associated with food products, drugs, cosmetics, medical devices and radiation-emitting products. If you are worried about a certain product, or concerned that a complaint you made has been ignored, write to:

Health Protection Branch
Health and Welfare Canada
Tunney's Pasture
Ottawa, Canada
K1A 0L2
Tel.: (613) 996-7172

It's just your nerves

Are you concerned about the use and abuse of minor tranquillizers and/or alcohol? If you are, Health and Welfare offers a women's resource kit with a flip-chart, guide-book and colour film which discusses the pressures that lead to the use of alcohol and drugs, the reactions you may get from mixing the two, and the short and long-term effects on your mind and your body. This kit, called *It's Just Your Nerves*, is available to any group, but owing to the great demand, and a limited supply of kits, you are asked to outline just how you will be using it. For more information, write:

It's Just Your Nerves
Health Promotion Directorate
Health and Welfare Canada
Jeanne Mance Building
Tunney's Pasture
Ottawa, Canada
K1A 1B4
Tel.: (613) 996-1597

Participact!

The federal **Fitness and Amateur Sport Women's Program** encourages all Canadian women to become physically fit and promotes their participation and involvement in all sports. This program has a mandate to remove some of the traditional sex barriers that have prevented or inhibited your full participation in fitness and sport programs. For more information, write to:

Women's Program
Fitness and Amateur Sport Canada
Journal Building, South Tower
365 Laurier Avenue West
Ottawa, Canada
K1A 0X6
Tel.: (613) 996-4510

Buckle up!

Although infant carriers, child restraints and regular seat belts have been proven to save lives, only half of all Canadian drivers use them regularly. It's up to you to protect yourself and your children. Use seatbelts and write for more information to:

Public Affairs Directorate
Transport Canada
21st Floor, Tower C
Place de Ville
Ottawa, Canada
K1A 0N5
Tel.: (613) 996-5861

Consuming interests

Every woman knows that running a household is an exercise in operating a small-scale business. To help your business run smoothly, it's wise to get the facts and figures *before* you buy. The federal government protects your interests through laws ensuring that your savings are protected; that packaging and labelling of food is accurate and timely; that gas pump measuring devices are checked regularly, and that potentially dangerous products are labelled if they are flammable, poisonous, explosive or corrosive.

Each year, the Government of Canada protects you and your family by carrying out approximately 1.5 million inspections — of toys, baby rattles, hockey helmets, even artificial fireplace logs. If you should still encounter a problem resulting from the purchase of goods or services, you can seek help from a neighborhood consumer help office; a consumers' association (check your telephone directory), or you can write to:

Consumer Services
Consumer and Corporate Affairs Canada
Ottawa, Canada
K1A 0C9
Tel.: (819) 997-2938

Consumer and Corporate Affairs also has available many pamphlets and brochures that help you make decisions on energy efficient appliances, food and non-food product labelling, and mail-order buying. Parents may be

particularly interested in the publication entitled *Is Your Child Safe?* To receive a list of publications, write to:

Distribution Centre
Communications Branch
Consumer and Corporate Affairs Canada
Ottawa, Canada
K1A 0C9
Tel.: (819) 997-2938

For home and garden

Agriculture Canada offers a selection of publications, not only for farm families, but for the general public. Useful booklets cover such topics as canning and freezing fruits and vegetables, preparation and cooking of meats, growing vegetables, trees, shrubs and flowers in Canadian gardens, and pest control, inside and outside the home. For more information and a list of publications, write to:

Communications Branch
Agriculture Canada
Sir John Carling Building
Ottawa, Canada
K1A 0C7
Tel.: (613) 995-5222

Ask for publication 5155, *Free Publications from Agriculture Canada*.

Your rights and freedoms

Canada's Constitution, which was "patriated" on April 17, 1982, contains sections specifically designed to improve women's status in Canadian society.

The *Canadian Charter of Rights and Freedoms* guarantees that by 1985, you and every other individual will be entitled to equal protection against discrimination by governments on the grounds of race, national or ethnic origin, colour, religion, age, sex, or mental or physical disability.

For the first time in our history, our laws make it clear that women's legal equality is not a right to be acquired, but a *state* that exists.

Because this kind of constitutional protection is something entirely new in Canada, it cannot come into effect overnight. In fact the *Constitution Act, 1982*, specifies a



delay of three years from the time the Constitution was returned to Canada. During this period, federal and provincial governments will review their laws to make certain they conform with the equality provisions in the charter. For more information on the Canadian Constitution, write to:

Publications Canada
P.O. Box 1986, Station B
Ottawa, Canada
K1P 6G6
Tel.: (613) 593-6886

Status of Women Canada

This government agency, which reports directly to the federal Minister Responsible for the Status of Women, ensures that federal laws, policies and programs include consideration of women's needs and concerns. Status of Women Canada recommends policy changes to other federal bodies and maintains contact with federal departments, provincial governments, advisory councils, and women's organizations across the country. Internationally, the agency works to ensure that your concerns are noted when Canadian delegations prepare to participate in international conferences. For more information, write to:

Status of Women Canada
Room 1005
151 Sparks Street
Ottawa, Canada
K1A 1C3
Tel.: (613) 995-9397

Canadian Advisory Council on the Status of Women

This council is an independent agency that reports to Parliament, through the Minister Responsible for the Sta-

tus of Women. Thirty council members and three regional offices bring your needs and concerns to the attention of the council and maintain a continuing liaison with women's groups across the country.

The advisory council presents reports and recommendations to the federal government on such topics as wife-battering, women and pensions, aging, employment, part-time work, women and microtechnology, and rape, pornography and incest.

The CACSW has established a **National Clearing House on Pensions**, which operates a hot line (613) 995-8284; a talent bank with a comprehensive list of accomplished women in all fields and occupations, and a documentation-research centre, which provides copies of council reports, press clippings, bibliographies and a library of women's books. For a list of publications, write to:

Canadian Advisory Council on the
Status of Women
P.O. Box 1541, Station B
Ottawa, Canada
K1P 5R5
Tel.: (613) 992-4975

Human rights

The *Canadian Human Rights Act* states that: "every individual should have an equal opportunity . . . without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, marital status, family status, conviction for an offence for which a pardon has been granted, or disability." Disability is any previous or existing mental or physical disability, including previous or existing dependence on alcohol or drugs, and disfigurement.

The act is administered by the **Canadian Human Rights Commission**. It applies to all federal departments

and agencies, crown corporations, and business and industry under federal jurisdiction such as banks, airlines and railway companies, in their employment policies as well as in their dealings with the public. All employers under federal jurisdiction must pay men and women equal wages for work of equal value.

Women should be aware that they should not have more difficulty than men in securing jobs or promotions, obtaining services such as credit, being admitted to various facilities or using accommodations. They do not have to tolerate sexual harassment nor should they be discriminated against because of pregnancy or childbirth.

They should not be treated unfavourably, and differently from other people, because they are married or not married, live with someone, are separated or divorced or have children. For more information on human rights, write to:

Canadian Human Rights Commission
Ottawa, Canada
K1A 1E1
Tel.: (613) 995-1151

or contact one of the regional offices in Halifax, Montreal, Toronto, Winnipeg, Edmonton or Vancouver. Collect calls are accepted.

In areas under provincial jurisdiction, protection is given by provincial human rights laws, which are broadly similar to the federal law.

Secretary of State Women's Program

This program provides financial assistance, advice and information to women's organizations and other voluntary groups for activities and projects that promote equality of women in Canadian society. A grant program helps to cover the costs of conferences, community workshops, newsletters and other activities.

The program has available the following publications for women's groups and organizations: *Listing of*

Women's Groups — Canada 1983, which includes national and regional groups, rape crisis centres, and “transition houses”; the *Women's Resource Catalogue*, an annotated guide to print and audio-visual kits on women's issues in Canada; the *Resource Bulletin*, a quarterly update on activities of groups, new resource materials and conferences, and *The Women's Program — General Information*, which outlines the functions of the office. For more information, contact:

Women's Program
Secretary of State
Ottawa, Canada
K1A 0M5
Tel.: (819) 994-3202

Native women

The **Native Women's Program** of the Secretary of State is the only federal program to which native women have exclusive access. It administers an annual \$951,000 grant program for native women's organizations, both nationally and regionally. For more information, write to:

Native Women's Program
Secretary of State
Ottawa, Canada
K1A 0M5
Tel.: (819) 994-3970

The law is behind you

The **Solicitor General of Canada** is conducting research projects that provide in-depth information on how our criminal justice system responds when you are subjected to violence. This research is aimed at changing the existing methods and improving assistance to victims of violence, including rape. One study of particular inter-

est is *A Rape Bibliography with Special Emphasis on Rape Research in Canada*. For more information, write to:

Communication Division
Solicitor General Canada
340 Laurier Avenue West
Ottawa, Canada
K1A 0P8
Tel.: (613) 995-4811

Family violence

The **National Clearinghouse on Family Violence** under Health and Welfare Canada gathers and provides information about wife battering and transition houses, as well as child abuse and neglect, and maltreatment of the elderly. The target audience is professionals and others who work with or come into contact with victims of family violence. It is estimated that one in every 10 women is battered by her husband or partner. Wife assault is a crime. If a woman is beaten once, it is likely to happen again. She should seek immediate help locally. For general information contact:

National Clearinghouse on Family Violence
Social Service Programs Branch
Health and Welfare Canada
Ottawa, Canada
K1A 1B5
Tel.: (613) 996-4950

Understanding ourselves and others

Films by, and for, women

The **National Film Board Women's Program** provides a focus for women film-makers and brings womens' concerns into focus, promoting personal, social and political awareness. The Women's program, or Studio "D" of the NFB, provides films by women and for women, from documentary to drama, from instruction to animation. In 1983, Studio D's production *If You Love This Planet* won an Academy Award in Hollywood. One of Studio D's most important commitments to women has been the film *Not a Love Story: a Film about Pornography*. To borrow a film or arrange for a screening, contact your local NFB distribution office. The NFB catalogue, *Beyond the Image*, lists 150 films on women and change. For more information, write to:

National Film Board
Studio D
Box 6100, Station A
Montreal, Canada
H3C 3H5
Tel.: (514) 333-3452

Vital statistics

Researchers in particular, but women in general, may be interested in **Statistics Canada's** comprehensive studies on women in Canadian society. Available studies include *Canada's Female Labour Force*, *Lone Parent Families*, *The Living Arrangements of Canada's Older Women*, and the *Survey of Child Care Arrangements*. For

a complete list of Statistics Canada's publications, check your local directory for the office nearest you, or write to:

Publications
Sales and Services
Statistics Canada
Main Building
Tunney's Pasture
Ottawa, Canada
K1A 0V7
Tel.: (613) 593-7276

This is just the beginning. . .

The Government of Canada has available hundreds of publications that may interest you. We have attempted in these few pages to give you an idea of what is available, where to write for more information, and how to take advantage of programs and services. It is, of course, impossible to list all the resources available, but the following list of publications and where to get them might provide a good starting point if you are interested in obtaining more information.

1. *Sexual Offences*, report No. 10, to Parliament by the Law Reform Commission.

Law Reform Commission
Publications Division
130 Albert Street
Ottawa, Canada
K1A 0L6
Tel.: (613) 996-7844

2. *In the Chips: Opportunities, People, Partnerships*, report by Task Force on Micro-electronics Technology and the use of Video Display Terminals (VDTs) in the work place.

Women's Bureau

Labour Canada

Ottawa, Canada

K1A 0J2

Tel.: (613) 997-1550

3. *Women in CBC*, Report of CBC Task Force on the Status of Women.

Canadian Broadcasting Corporation

Information Centre

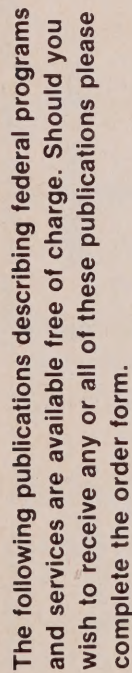
P.O. Box 8478

1500 Bronson Avenue

Ottawa, Canada

K1G 3J5

Tel.: (613) 731-3111



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Charlottetown, P.E.I.
C1A 8S7

NOVA SCOTIA

Publications Canada
P.O. Box 9308
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Halifax, N.S.
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Publications Canada
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Postal Station A
Fredericton, N.B.
E3B 5G4

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Publications Canada
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Montréal (Québec)
H2H 2N7

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P.O. Box 1986
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Ottawa, Ontario
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P.O. Box 368
Winnipeg, Manitoba
R3C 2H6

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Publications Canada
P.O. Box 4554
Regina, Saskatchewan
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Publications Canada
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Edmonton, Alberta
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Vancouver, B.C.
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